

Grievance Procedures

Ui Raithilligh office holders and committee members are volunteers giving their time and effort freely to help their Club. Their authority comes from the Club's Annual General Meeting. It is for the Club membership to ensure that the Club has policies and procedures which help the Club committees function in an effective and fair manner. It is for office holders and committees to take decisions on behalf of the Club during the year in order to meet Club objectives having regard to the wider GAA organisation.

Members may have grievances about what is done within the Club and the aim of this policy is to ensure that any grievances which do arise are able to be resolved as quickly as possible. Informal discussion may be able to resolve grievances. Any member wishing to raise a minor grievance or concern can first discuss the issue with the Club Chairman or other appropriate Officer of the Executive Committee ; Vice-Chairman; Secretary; Assist Secretary; Treasurer; Assist Treasurer; PRO; Registrar. In the event that the matter is not able to be resolved the member has the right to use the formal Grievance Procedure as set out below.

Formal Grievance Procedure.

1. A member wishing to use the formal procedure must detail the alleged grievance in writing and should send/give the written complaint to either the Club Chairman; Vice-Chairman or Secretary or if appropriate to another Executive Committee member. On receipt of an enquiry or grievance the aggrieved member should be given a copy of this grievance procedure - may be available from the Club website.
2. The Club Chairman (or appropriate Executive Committee member) should refer this written grievance to a sub Committee. Normally this will consist of the Vice-Chairman plus three others selected from Executive Committee/Club County Board Delegates.

3. The Vice-Chairman should convene a meeting of this sub-committee within 14 days and invite the member to discuss their grievance. The aggrieved member may elect to be accompanied by another Club member at every stage of the procedure. The aggrieved member should take all reasonable steps to attend this meeting. If this cannot be achieved, the reasons for delay are to be noted. Timing and location of meetings should be reasonable to all parties.
4. In advance of the meeting all parties should receive copies of this grievance procedure and all relevant documents including the grievance letter.
5. Both the aggrieved member and the sub committee will be permitted to call witnesses at the hearing.
6. Following the hearing, a written report will be drawn up which will outline;- the procedure followed; the finding[s], and recommendations.
7. Copies of this report will be made available within seven days to the complainant, the Club Chairman and a copy will be filed on record.

In those circumstances where two or more members raise a grievance on the same issue, this will be known as a “Collective Grievance”. In such cases, an appropriate representative may set out details of the grievance in writing on behalf of the members.

Appeals Procedure

1. There is right of Appeal. The Appeal must be in writing and lodged with the Chairperson within 3 days of being informed of the result.
1. The appeal will be heard by an Appeals Committee which will normally consist of:
 - a) The Club Chairman or the Secretary as appropriate;
 - b) One Club County Board Delegate who did not sit on the Sub-Committee;
 - c) Two members appointed by the Executive Committee.

2. The Appeals Committee will normally meet within seven days and will consider:
 - a) The original grievance;
 - b) Evidence from the member and his/her witnesses.
 - c) The procedure followed;
 - d) All associated correspondence;
 - e) The findings and recommendations of the sub Committee.

3. The Appeals Committee have the power to affirm, modify, or overturn the outcome recommended by the Sub Committee.