

APPEAL POLICY

**GHANA BADMINTON ASSOCIATION**

January 2022

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## APPEAL POLICY

### **Purpose**

1. This *Appeal Policy* provides Participants with a fair and expedient appeal process.

### **Scope and Application of this Policy**

2. This Policy applies to all Participants.
3. Any Participant who is directly affected by a decision made by Ghana Badminton shall have the right to appeal that decision provided that there are sufficient grounds for the appeal under the Grounds for Appeal section of this Policy.
4. This Policy will apply to decisions relating to:
  - a. Eligibility;
  - b. Selection;
  - c. Discipline;
  - d. Membership.
  - e. Expulsion
5. This Policy will not apply to decisions relating to:
  - a. Employment;
  - b. Infractions for doping offenses;
  - c. The Laws of Badminton;
  - d. Selection criteria, quotas, policies, and procedures established by entities other than Ghana Badminton;
  - e. Substance, content and establishment of team selection or carding criteria;
  - f. Volunteer/coach appointments and the withdrawal or termination of those appointments;
  - g. Budgeting and budget implementation;
  - h. The organization's operational structure and committee appointments;
  - i. Decisions or discipline arising within the business, activities, or events organized by entities other than Ghana Badminton (appeals of these decisions shall be dealt with pursuant to the policies of those other entities unless requested and accepted by the organization at its sole discretion);
  - j. Commercial matters for which another appeals process exists under a contract or applicable law;
  - k. Decisions made under this Policy.

### **Timing of Appeal**

6. Participants who wish to appeal a decision have fourteen (14) days from the date on which they received notice of the decision to submit the following:
  - a. Notice of the intention to appeal;
  - b. Their contact information;
  - c. Name and contact information of the Respondent and any Affected Parties, when known to the Appellant;
  - d. Date the Appellant was advised of the decision being appealed;
  - e. A copy of the decision being appealed, or description of decision if a written document is not available;
  - f. Grounds for the appeal;
  - g. Detailed reasons for the appeal;
  - h. All evidence that supports these grounds;
  - i. Requested remedy or remedies;
  - j. An administration fee of Five Hundred Ghana Cedis, per applicant, which will be refunded if the appeal is upheld.
  
7. A Participant who wishes to start an appeal beyond the fourteen (14) day period must provide a written request stating the reasons for an exemption. The decision to allow, or not allow an appeal outside of the fourteen (14) day period will be at the sole discretion of the Appeal Manager and may not be appealed.

### **Compassionate Appeal**

8. If there are exceptional circumstances related to a minor violation of a Ghana Badminton policy or procedure, an individual Athlete, coach, or member association can make a written request directly to the President of Ghana Badminton to review a decision made by Ghana Badminton. The President is empowered to weigh the merits of the request and is empowered to make an exception to the policy or procedure. It is important to note that this is viewed as a request only; it is not considered an "appeal".

### **Submitting an Appeal**

9. Appeals of decisions made by a Regional/District/Club Organization can be submitted to the Regional/District/Club Organization to be heard pursuant to its policies (or, alternatively, the Regional/District/Club Organization may adopt this Policy to hear the appeal). Alternately, Ghana Badminton may hear appeals of Regional/District/Club Organization on decisions at its discretion.

10. Appeals of decisions made by Ghana Badminton can be submitted to Ghana Badminton to be heard under this Policy.
11. Ghana Badminton shall appoint an Appeal Manager and shall follow the process outlined in this *Appeal Policy*.

### **Grounds for Appeal**

12. A decision cannot be appealed on its merits alone. An appeal may only be heard if there are sufficient grounds for appeal. Sufficient grounds include the Respondent:
  - a) Made a decision that it did not have the authority or jurisdiction (as set out in the Respondent's governing documents) to make;
  - b) Failed to follow its own procedures (as set out in the Respondent's governing documents);
  - c) Made a decision that was influenced by bias (where bias is defined as a lack of neutrality so much that the decision-maker appears not to have considered other views);
  - d) Made a decision that was patently unreasonable.

### **Screening of Appeal**

13. The parties may first attempt to resolve the appeal through the *Dispute Resolution Policy*.
14. Appeals resolved under the *Dispute Resolution Policy* will result in the administration fee not refunded to the Appellant.
15. Should someone Should not resolve the appeal by using the *Dispute Resolution Policy in article 41*, Ghana Badminton or the Regional/District/Club Organization will appoint an independent Appeal Manager who has the following responsibilities:
  - a) To determine if the appeal falls under the scope of his Policy;
  - b) To determine if the appeal was submitted in a timely manner;
  - c) To decide whether there are sufficient grounds for the appeal.
16. If the Appeal Manager denies the appeal on the basis of insufficient grounds, because it was not submitted in a timely manner, or because it did not fall under the scope of this Policy, the Appellant will be notified, in writing, of the reasons for this decision. This decision may not be appealed.
17. If the Appeal Manager is satisfied there are sufficient grounds for an appeal, the Appeal Manager will inform the Executive Board under article 41.2 appoint an appeal Panel, to hear the appeal.

### **Determination of Affected Parties**

18. In order to confirm the identification of any Affected Parties, the Appeal Manager will engage Ghana Badminton. The Appeal Manager may determine whether a party is an Affected Party in their sole discretion.

### **Procedure for Appeal Hearing**

19. The Appeal Manager shall notify the Parties that the appeal will be heard. The Appeal Manager shall then decide the format under which the appeal will be heard. This decision is at the sole discretion of the Appeal Manager and may not be appealed.

20. If a party chooses not to participate in the Hearing, the Hearing will proceed in any event.

21. The format of the Hearing may involve an oral in-person Hearing, an oral Hearing by telephone or other electronic means, a Hearing based on a review of documentary evidence submitted in advance of the Hearing, or a combination of these methods. The Hearing will be governed by the procedures that the Appeal Manager and the Panel deem appropriate in the circumstances, provided that:

- a) The Hearing will be held within a timeline determined by the Appeal Manager;
- b) The Parties will be given reasonable notice of the day, time and place of an oral in-person Hearing or oral Hearing by telephone or electronic communications;
- c) Copies of any written documents which the parties wish to have the Panel consider will be provided to all Parties in advance of the Hearing;
- d) The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense;
- e) The Panel may request that any other individual participate and give evidence at an oral in- person Hearing or oral Hearing by telephone or electronic communications;
- f) The Panel may allow as evidence at the Hearing any oral evidence and document or thing relevant to the subject matter of the appeal, but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate;
- g) If a decision in the appeal may affect another party to the extent that the other party would have recourse to an appeal in their own right under this Policy, that party will become an Affected Party to the appeal in question and will be bound by its outcome;
- h) The decision to uphold or reject the appeal will be by a majority vote of Panel members.

22. In fulfilling its duties, the Panel may obtain independent advice.

### **Appeal Decision**

23. The Appellant must demonstrate, on a balance of probabilities, that the Respondent has made a procedural error as described in the *Grounds for Appeal* section of this Policy and that this error had, or may reasonably have had, a material effect on the decision or decision-maker.
24. The Panel shall decide, in writing and with reasons, within ten (10) days after the Hearing's conclusion. In deciding, the Panel will have no greater authority than that of the original decision-maker. The Panel may decide to:
  - a) Reject the appeal and confirm the decision being appealed;
  - b) Uphold the appeal and refer the matter back to the initial decision-maker for a new decision; or
  - c) Uphold the appeal and vary the decision.
25. The Panel will also determine whether costs of the appeal (not exceeding GHC 4,000 Ghana Cedis), excluding legal fees and legal disbursements of any parties, will be assessed in 60% against the party who loses the appeal. In assessing costs, the Panel will take into account the outcome of the appeal, the conduct of the parties, and the parties' respective financial resources.
26. The Panel's written decision, with reasons, will be distributed to the Appeal Manager, and Ghana Badminton. In extraordinary circumstances, the Panel may first issue a verbal or summary decision soon after the Hearing's conclusion, with the full written decision to be issued thereafter. We will consider the decision a matter of public record unless decided otherwise by the Panel.

### **Timelines**

27. If the circumstances of the appeal are such that adhering to the timelines outlined by this Policy will not allow a timely resolution to the appeal, the Appeal Manager and/or Panel may direct that these timelines be revised.

### **Confidentiality**

28. The appeals process is confidential and involves only the parties, the Appeal Manager, the Panel, and any independent advisors to the Panel. Once started and until a decision is released, none of the Parties will disclose confidential information to any person not involved in the proceedings.

### **Final and Binding**

29. No action or legal proceeding will be commenced against Ghana Badminton or Participants in respect of a dispute, unless Ghana Badminton has refused or failed to provide or abide by the dispute resolution process and/or appeal process as set out in its governing documents including the Constitution.