

## **Reporting System and Ombudsperson Panel**

### **Judge Information**

Welcome to the Farmington Tournament!

We want everyone to feel welcome here and to be able compete, judge, and/or coach without experiencing harassment and/or discrimination at tournaments. We want to ensure that our community is welcoming to all. This year, some tournaments have elected to implement a new reporting system for incidents of harassment and/or discrimination at debate tournaments. As part of that system, a panel of ombudspersons was created to review those reports, investigate them, and make action recommendations to the tournament director. This tournament is utilizing the reporting system and three ombudspersons will be available throughout the day to address any reports made. This document is designed to give you a quick overview of the process.

If you have any questions, please text or call **612-367-6656**. That line directly connects you with Becky, who is the Ombuds Panel Chair for this tournament. Because of the number of tournaments this weekend, should the panel need to be convened, the Panel Chair will contact all Ombuds and the first two who are available will join the panel. Their biographies will be provided to parties involved at that time. \*Please note: this is NOT the number for tab.\*

#### **Who can make a report?**

Any tournament attendee. The tournament experience should be enjoyable for all and harassment and/or discrimination are not isolated in one population. Students, coaches, judges, volunteers, and observers can all file reports. If you witness or overhear harassment and/or discrimination, you can report that, too; reporting is not limited to one's personal experience at a tournament.

#### **How do you make a report?**

Text or call **612-367-6656**. The Ombuds Panel Chair will respond promptly to texts and will answer calls as they come in. Alternately, you can go into the virtual tab room and speak with the Panel Chair there. During the initial conversation, the Panel Chair will explain the process for filing a formal report and will answer any questions that you have. At that point, the Complainant (person making the report) can choose to file a formal report, which begins the formal process, or they can choose not to file a formal report. [This is what the report form looks like](#).

#### **What happens when a report is made?**

If a Complainant chooses to file a formal report, they fill out the report form and the Ombuds Panel Chair convenes the Ombuds Panel. The Panel begins by interviewing the Complainant; if the Complainant is a student, either their coach or a parent/guardian will accompany them. After interviewing the Complainant, the Panel meets with all witnesses, including the Alleged Offender. At the conclusion of the investigation, the Panel makes action recommendations to the Tournament Director.

### **What kinds of action recommendations does the Panel make?**

The focus is on restorative practices and education; the goal is to ensure that 1) it never happens again and 2) the Alleged Offender understands why the complainant was upset and commits to doing better. The Panel also makes recommendations about consequences; examples would include forfeiture of a round, a changed decision, or in the extremely unlikely case of a severe incident, the removal of a person from a tournament. It is the goal of the Panel to avoid consequences whenever possible, focusing instead on education, understanding, and creating a better tournament experience for all involved.

### **What is my role in this process as a judge?**

If you haven't already read the [Judging Best Practices](#) document, please do so. We highly recommend that you read through the document and follow its guidelines. If you do, you likely won't have to think about this process at all. Working on understanding your implicit biases and trying to ensure all students should feel comfortable in your room is important. There is also additional information about [pronouns](#) and [name pronunciations](#) available to

If something happens in your round, please report it! This includes one team/competitor being openly hostile to the identity/ies of another student, outright hate speech, misgendering, and/or microaggressions that are clearly impacting the round in a negative manner. You have the power to give losses to teams who are making problematic arguments or whose behavior is clearly unacceptable.

Think carefully about what you say to students and how you say it when you're sharing the reasons for your decision with them. There are a lot of common pitfalls discussed in the Judging Best Practices document and it makes it easier to avoid doing things like telling young womxn that they're too aggressive.

In the event that a report is filed about a round that you judged, the Ombuds Panel Chair will contact you as part of the investigation. You will be interviewed by the three members of the Panel. Upon the conclusion of the investigation and after recommendations have been made to the Tournament Director, one of the ombudspersons will follow up with you. Tournament Directors and the Ombuds Panel work together to ensure that the process interferes as little with the flow of the tournament together, so if the Ombuds Panel needs to interview you, arrangements will be made with the Tournament Director to ensure coverage.

### **Who do I contact with questions?**

Text or call **612-367-6656**. For less urgent questions, you can contact the Becky Chabot, the Ombuds Program Coordinator, by email at [mdtaombuds@gmail.com](mailto:mdtaombuds@gmail.com); you will receive a response within 24 hours. And at tournaments, you can also pop into tab and the Panel Chair will be happy to answer any questions or concerns.

We hope that this system will improve the tournament experience for all participants and we encourage you to make use of it. Thank you for judging at the Farmington Tournament!

## Farmington Ombuds Panel Biographies



**Becky Chabot (she/her/hers)** is a queer disabled cis-femme white woman who is a trauma survivor. She spent the first 13 years of her life in Connecticut and moved to Minnesota with her family in 1995. Since college, she has lived in eight different cities in five different states, as well as Bolivia. She has a BA from Creighton University, an MDiv from Boston College, and is currently completing her PhD in social ethics at the University of Denver.

A former policy debater for Eden Prairie, she returned to debate in 2017, first as a policy judge for Edina and then as a policy coach at Wayzata. Most recently, she coached Student Congress for Lakeville Debate and speech for Edina. She has over twenty years of facilitation and program experience. Because of her own experiences with mental health issues and trauma, she is passionate

about encouraging everyone to take care of their human selves. Outside of debate and school, she spends far too much time watching soccer. Things she love include: FC Bayern Munich, plaid, the Vikings, nerding out over theory, and gentle British reality competition shows (baking, pottery, etc).