

Role:

At the State Tournament, the Ombudsperson Office is the go-to space for

1: answers to coaches related to the tournament rules and procedures (NOT GENERAL QUESTIONS). It also serves as the intake area for any formal rules protests.

2. Intakes issues from any student who may have an issue based on the violation of code of conduct, Harrassment/Discrimination policy. This Individual will also provide a safe place for attendees to report violations of the harassment/discrimination policy at our tournament.

Harassment/Discrimination Policy

“The Utah Debate Coaches Association and UHSAA is committed to providing its participants, judges, coaches, and staff the opportunity to pursue excellence in their endeavors. This opportunity can exist only when each member of our community is assured an atmosphere of mutual respect. The UDCA/UHSAA prohibits all forms of harassment and discrimination. Accordingly, all forms of harassment and discrimination, whether written or oral, based on race, color, religion, sex, gender identity or expression, sexual orientation, marital status, citizenship, national origin, age, disability, genetic information, or any other characteristic protected by any applicable federal, state, or local law are prohibited, whether committed by participants, judges, coaches, or observers. Individuals who are found to have violated this policy will be subject to the full range of sanctions, up to and including removal from the tournament.”

Procedures:

Coaches/Students with concerns on equity or harassment:

Student/Coach will fill out the form provided and Ombuds/Equity officer will contact and determine the extent of any complaint, and whether it is something that is perception and needing to be dealt with with teaching, coping, or severe enough to be brought to the attention of the tournament director. We want all voices to be heard and feel that their feelings are validated. However, often these concerns are perceptions in the heat of the moment without any intent, may just be a difference in styles of debating, and can be talked through. Others may be real concerns of ad hominem attacks, truly racist, sexist, or inappropriate language, behavior, etc. In this case we would want to discuss with judges, coaches, and the students and make decisions on a case by case basis.

Coaches with protests of a judge/tournament decision:

Will fill out a google form and ombuds will contact coach with response.

After discussing with the coach the nature of the protest, rules, etc, It will be the Job of the Ombud/Equity officer to determine if a protest should be brought to the attention of the tournament Director based on the rules/Handbook.

At that point we will work with the Ombudsman through the protest procedure to ensure that it is resolved promptly and in the best interest of the students and tournament. Ombudsmen will serve to monitor and ensure equity and fairness throughout the protest process, especially if it goes on to unbiased evidence hearing committees for decision appeals.