

# **AAGL Grievance Committee Policy**

**Approved by the AAGL Board of Directors on February 8, 2018; Effective February 12, 2018**

The purpose of the AAGL Grievance Committee (Committee) is to receive and investigate complaints made under the AAGL Anti-Harassment Policy (Policy). The Committee will also make recommendations to the AAGL Board of Directors for responsive actions to substantiated complaints.

The Committee will consist of at least five (5), but not more than nine (9), AAGL members, assisted by legal counsel with experience in investigating harassment allegations. The Committee members will be appointed by the AAGL Board of Directors and serve not more than three (3) years, with the exception of the Chair, who may serve additional years by virtue of this position. The Chair of the Committee will be appointed by the Board of Directors. After the establishment of the committee, subsequent Chairs must have previously served on this committee.

General qualifications for serving on the Committee include:

- AAGL membership in good standing
- Trustworthy, with good judgment and the ability to protect confidential information
- Available for conference calls on short notice, and to attend meetings as required
- No history of a substantiated complaint made against that potential member

In making appointments to the Committee, an effort should be made to ensure the Committee membership is reflective of the full AAGL membership.

Committee members are expected to recuse themselves from any investigation in which they have a business, professional, or personal relationship with either the complainant or respondent of a degree that could cause a negative perception of their impartiality.

In addition to having completed the anti-harassment awareness training required of all AAGL volunteer leaders, members of the Committee will receive additional training from legal counsel on the investigation and adjudication of complaints made under the Policy.