



GRIEVANCE POLICY & PROCEDURE

1. A committee of 3 persons will be created to address and mediate any grievances regarding matters related to the Byron de Jure Assembly. There will be a chairperson of the committee, with 2 additional persons.
2. Grievances that have not been able to be resolved between individuals must be submitted in writing to the Byron de Jure Assembly Grievance Committee with specific claims, dates, and supporting evidence.
3. Before submitting any grievances all persons are required to review the Byron de Jure Assembly Conflict Resolution document so that they can be guided with to resolve any issues on a personal level as a first point of call.
4. After all attempts to resolve the issue between individual parties has failed, a grievance can be submitted via the Byron de Jure Assembly website by clicking on (link) and completing the form which will then go directly to all members of the grievance committee.
5. The committee will inform the accused that a claim has been made against them with full transparency about the supporting evidence, specific accusations, damage done by the alleged actions, and proposed resolution.
6. The grievance committee must provide both parties with the fair opportunity to present their case including testimony, recordings, emails, text messages, and any pertinent documentation that helps prove or disprove the accusations. Hard evidence will be considered irrefutable. Contradictory testimonies will be considered "hearsay" and not factored into any final decisions.

7. If any of the Grievance Committee members are involved in the grievance, then they will be required to step down from the committee and be discreetly replaced by another member of the Byron de jure Assembly, and be nominated by the council.
8. Any criminal accusations or grievances should be directed through the proper law procedure that applies to the Byron Shire. The grievance committee is not suitable to process criminal accusations, however will need to address these if in any way it is related to the Byron de jure Assembly.
9. If the accusations are of a criminal nature and related to the Assembly then a proper Grand Jury should be formed to investigate the accusations, discuss the irrefutable evidence privately, and present their findings with a resolution to the Assembly when their investigation is complete.
10. In any case, the Grievance Committee will act as an unbiased mediator who will review the evidence presented, and compare against the allegations to conclude if the accused has committed the acts of which he/she has been accused. A resolution will be proposed, based on the evidence and a vote will be cast by the members of the Grievance Committee to support or deny said proposal.
11. The committee will deliberate and issue a recommendation to the Council, and if necessary, communicate the outcome to all relevant parties.
12. The maximum penalty for a serious matter is expulsion from the Assembly and committees for no more than 7 years, at which time a member can reapply.
13. The Grievance Committee will work in compliance with the Resolution Of One Accord and respect and recognize the rights of all parties.
14. Every attempt should be made by the accuser and the accused to resolve the issue within the Byron de jure Assembly procedure according to their due process, before it is submitted formally to the PGSD, G.I.A. or a National Assembly.