

This proposal passed in SC / 15 Feb 2024 with all amendments included below

Reference Documents:

- [Resolution 33](#)
 - [2021 Resolution](#)
 - [2023 CGO Resolution](#)
 - [Overview of Grievance Process in DSA](#)
-

National Grievance Panel:

- I. A ~~15-person~~ panel appointed by the NPC once every two years, in the first January of their term
 - A. Structure
 1. 2 Co-Chairs, appointed by the NPC
 2. The panel will ideally include 15 people, but the panel may operate with as few as 9 and as many as 21 members
 3. All decision-making is accountable to and reversible by the NPC.
 4. The roster of all members will be public to DSA members, but which members are assigned to which cases will only be known to the co-chairs, the NPC, other panel members, and those involved in the particular grievance / appeal
 5. Appointment to the panel requires supermajority of NPC (12 votes) to approve, as well as remove members from the committee.
- II. Responsibilities
 - A. Interpreting the DSA Code of Conduct and Grievance Policy
 - B. Flagging grievances/appeals that might require guidance from legal counsel
 - C. Making recommendations on national grievances (i.e. grievances that pertain to members in different chapters or that otherwise do not fall into the domain of a chapter HGO) and on appeals (i.e. grievances that were settled at the chapter level but are being appealed by the person(s) subject to the grievance)
 - D. In collaboration with CGO, drafting revisions to national grievance policy for NPC review.
 - E. All panel members should have access to past NPC grievance decisions to review for past precedent and determinations, requiring signature of a data use agreement
- III. Cases
 - A. The NGP will evenly divide itself into ~~groups~~ panels of at least 3 members each for each grievance (note: these ~~groups~~ panels are not 'standing' but are formed as needed), which shall hear and investigate national grievances and appeals. Division into ~~groups~~ panels for each case shall attempt to divvy up work equitably and to take into consideration the capacity and availability of each member of the NGP

~~B. The NGP chair or co-chairs can determine whether grievance cases should be assigned to which groups on the basis of content, severity, region, or any other complicating factors (including caucus affiliation or chapter membership or personal relationships)~~

~~C. The NGP chair or co-chairs can also decide to have grievances addressed with panels >3 or with the whole board in the case of exceptional, highly political circumstances~~

D. Panels are created by random selection. Subjects of grievances are allowed to voice concerns of bias or inability of panelist(s) to render a fair decision to the chairs for review. Upon approval, replacement(s) will be also randomly selected. If a panel member recognizes that they do not have adequate capacity to handle a grievance or if they are unable to render a fair decision, they will notify the chair(s) and recuse themselves from selection.

E. The groups (in consultation with the co-chairs) will advise the NHGO on correspondence for individual cases but the NHGO will be the primary point of contact between chapters and the NPC regarding outcomes of cases

IV. Notes

A. No current NPC member shall serve on the board

B. The NGP does not have independent decision making authority, it investigates + makes recommendations but does not vote as a board, only the NPC does

Committee for Grievance Officers:

- Recruited every two years to lead trainings + development of resources for HGOs
- Appointed by NPC, open recruitment process
- Responsibilities
 - Host meetings of chapter HGOs, which include trainings, skillshares, etc.
 - Collects from chapter HGOs resources to aid in grievance resolution
 - Provides support to chapters in creating grievance processes
 - Revisits Reso. 33 and other national grievance policies to improve our processes, utilizing a transformative justice approach
 - Helps standardize these processes across chapters
 - With assistance from staff, conducts an annual survey of chapter HGOs in December of each year, as required by Reso. 33, and provides anonymized results and statistical data to the CGO, NGP, and NPC

National Grievance Coordinator:

- Four hours / week of dedicated staff time
 - Long term: Hire someone full-time but this will probably not be immediately possible
- Responsibilities
 - Maintaining national grievance submission and appeal systems, receive grievances/complaints for chapters too small to have an HGO, tracking grievance/appeal status

- Triaging grievances/appeals and sending them to the NGP Chairs
- Forwarding one-off process questions to the CGO
- Collecting grievance reports from chapters
- Supporting the National Guidance Panel
 - By tracking status of different grievance cases
 - By being first point of contact for grievances/appeals
- Supporting the CGO with staff support for quarterly trainings
 - Details TBD
- Maintain a list of expelled members
- With assistance from CGO, conducts an annual survey of chapter CGOs in December of each year, as required by Reso. 33, and provides anonymized results and statistical data to the CGO, NGP, and NPC