

# Ombudsperson/Equity Office

## Role:

At the State Tournament, the Ombudsperson Office is the go-to space for answers related to the tournament rules and procedures (NOT GENERAL QUESTIONS). It also serves as the intake area for any formal rules protests. We believed it was important to create a space for attendees to be able to speak face-to-face to a tournament official to ask questions or report concerns.

This Individual will also provide a safer place for attendees to report violations of the harassment/discrimination policy at our tournament.

## Harrassment/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.”

## Coaches/Students with concerns on equity or harassment:

Ombuds/Equity officer will 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:

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.

A formal protest, if deemed necessary, or still wishing to be filed, should be done using the [Google Form](#) and then notify the tournament director that it has been submitted. 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 goes on to unbiased evidence hearing committees for decision appeals.

### Procedure:

A zoom room with a waiting room will be created to meet up in. Ombuds/Equity officers will work in shifts throughout the tournament, and can admit individuals as needed to ensure privacy. They should also have breakout room capability so that if issues arise, tourn director, ombuds, and others needing to be involved in the discussion can be put into rooms for privacy as need be.

4-6A: Text the individual on call and they will meet you in the zoom room provided to discuss.

#### **Friday Night Ombuds**

Jaqueline Crosswhite: 801-455-3711

#### **Saturday Morning (until noon)**

Scott Pettit: 801-514-0360

#### **Saturday Afternoon**

Mike Shackelford –801-809-7084

1-3A Tanya on site