

Texas Forensic Association

Constitutional Amendment Form

The following must be provided before your proposal will be accepted by the Executive Committee.

Name: TFA EC

School: _____

Region: _____

Email address: _____nathaniel.council@pampaisd.net_____

Rationale for Amendment: 1. To align TFA DEI practices with NSDA. 2. To clarify the role of the DEI office at TFA State.

Section of the Constitution where Change occurs:

_____ Constitution

_____ ByLaws

_____ Code of Professional Standards

_____ Standing Rules: Compeon Event Guide

_____ Standing Rules: IQT Operations Manual

___X___ Standing Rules: State Tournament Operations Manual

Page number of change: _112_____

Select One of the Following: Add Language Delete Language Amend Language

Implementation Time Frame: ___ Immediate _____

Proposed Change(s) Add the following:

The following process will be employed whenever a complainant files a complaint with the State Diversity Equity and Inclusion Office:

1. The complainant will complete the required Diversity Equity (DEI) and Inclusion form as directed on the tournament website.
2. The complainant meets with a member of the Diversity Equity and Inclusion staff to express concern about behavior perceived as in violation of TFA policies. DEI provides support to the complainant (if and when appropriate). **Note:** All conversations between the DEIs and students (whether that student was the complainant, a witness to the allegation, or the

alleged offender) should have a supervising adult present. Students should be asked if they feel comfortable with their supervising adult being contacted.

- **If the student is not comfortable, OR if the report concerns actions by their supervising adult, OR if the supervising adult is unreachable,** the DEI should contact a parent or guardian. Parents/guardians are given the option to have the DEI inform the supervising adult at the tournament of the situation.
3. The inquiry is conducted (as outlined in the next section).
 4. The DEI recommends a corrective course of action.
 5. The DEI writes up a summary report and sends it to the TFA President.

Inquiry

Upon receipt of a written grievance, the DEI will gather information about the incident. They will speak with the complainant and their supervising adult, as well as any available witnesses. If applicable, the DEI will conduct meetings with the respondent separately and privately.

Note: If the violation is made by the tournament director, the complainant should contact their TFA Regional Representative, who would then identify someone from the Executive Council (from an unaffiliated school) to run the inquiry.

Resolution

After gathering information from all parties and witnesses, the DEI will share findings and recommend an appropriate course of action. These actions may fall under one of the following levels:

LEVEL I

Intervention and Support (Behavior not considered to be egregious or in violation of the TFA Code of Conduct or local/federal laws)

The DEI and/or TFA President (or appropriate TFA leader) offers support to the complainant. The respondent receives a verbal warning and is instructed on how to address the behavior and ensure that it does not happen again.

LEVEL II

One and Only Warning (Behavior potentially in violation of the TFA Code of Conduct, but not in violation of local/federal laws, and/or repeated Level I violations)

The TFA President will issue a written warning to the respondent, explaining that any continuance of inappropriate behavior may result in a sanction from the TFA.

LEVEL III

Sanction (Behavior in violation of the TFA Code of Conduct and/or local/federal laws, and/or repeated Level I or Level II violations)

The TFA President will provide sanction to the respondent as well as send a letter of violation to the respondent's guardian and/or supervisor. Note: 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 premises.

Appeal

Should a respondent disagree with the proposed course of action, they may request an appeal.

The appeal must be communicated to the TFA State Ombudsperson(s) in writing (including virtually) promptly. The TFA State Ombudsperson(s) will render a decision within a reasonable time frame.

Note: The DEI is a resource designed to levy corrective action for violations of harassment and discrimination policies at the tournament. This does not preclude additional inquiries and/or corrective actions. You may want to consider providing documentation of violations to the respondent's school principal or school district—especially if the violation carries Title IX implications.

Appeals of the Ombudsman's Decision: The Ombudsman's ruling may be appealed to the Executive Council members who shall review the protest and the appeal, retire to closed session, and render a decision that shall be final.