

Discrimination Complaint and Resolution Process

A. UMPIRE EQUAL OPPORTUNITY POLICY

The USTA does not permit discrimination on the basis of gender, race, color, religion, national origin, marital status, citizenship status, veteran status, sexual orientation, age, disability or any other prohibited basis in the selection and assignment of Chair Umpires to tournaments and matches, or in the certification of umpires and the selection of USTA-Certified Umpires to be recommended to the ITF for Badge School admission.

B. UMPIRE COMPLAINT AND INVESTIGATION PROCEDURE

1. Any umpire who believes that he or she has been subjected to discrimination in violation of the Umpire Equal Opportunity Policy may file a complaint in writing with the Chief Diversity Officer of the USTA, either by mail USTA National Campus, 10000 USTA Boulevard, Orlando, FL 32827, or via email at diversity@usta.com. The complaint shall include:
 - a. the date, time and location of the acts or actions complained of;
 - b. the identities of the person or persons taking the disputed acts or actions and any witnesses to them; and
 - c. the basis on which the acts or actions are believed to be discrimination in violation of the Umpire Equal Opportunity Policy.
2. The USTA will promptly and thoroughly investigate each such complaint in an impartial manner and, to the fullest extent possible, shall maintain the confidentiality of all complaints and Umpire complainants. The Umpire complainant shall be informed of the results of the investigation.
3. If the USTA determines that discrimination in violation of the Umpire Equal Opportunity Policy has occurred, it will immediately take appropriate remedial and/or disciplinary action, up to and including termination of the employment or contract of the responsible party if the USTA has this authority.
4. The USTA will maintain the records of the Umpire Complaint and Investigation Procedure, including those reflecting the nature of the complaint, the investigation conducted, the results of the investigation, and any actions taken as a result of the investigation, in accordance with applicable legal standards.
5. No Umpire shall be subjected to retaliation or other detriment in his/her relations with the USTA for filing, assisting with or supporting in any manner a complaint of discrimination in violation of the Umpire Equal Opportunity Policy. If any retaliation or detriment occurs, the affected Umpire may file an amended or a separate complaint with the Chief Diversity Officer to be processed and resolved in the same manner as specified above.