



ENFORCEMENT POLICY

Overtime Athletics Policy on Enforcement is set forth to establish procedures for monitoring and enforcing compliance with OTA's Safety Policies, as well as to establish an appropriate grievance process to address allegations of misconduct following the report or complaint of misconduct.

Overtime Athletics takes all reports of potential violations of its Safety Policies seriously and is committed to confidentiality and investigation of allegations.

Overtime Athletics reserves the right to, either directly or through a contracted third-party service provider, survey, audit, require certifications of compliance with, or otherwise review compliance with OTA's Safety Policy. All violations of the Policy will be subject to the current Overtime Athletics Disciplinary and Appeals Process. An individual has the right to appeal a final decision rendered by OTA's process for violations of the Safety Policy in question.