

East Penn Democratic Club

DISCIPLINARY POLICY

PURPOSE:

The purpose of this policy is to ensure that all members of the East Penn Democratic Club adhere to the highest standards of conduct, maintain the integrity of our mission, and uphold our bylaws.

SCOPE:

This policy applies to voting members and associate members of the East Penn Democratic Club. It is designed to address behavior that undermines our organizations mission, tarnishes our reputation or disrupts our operations.

1. CODE OF CONDUCT

Members are expected to:

- Adhere to our mission and bylaws
- Conduct themselves in a respectful and professional manner in all organizational activities
- Refrain from any behavior that may be deemed harmful to the East Penn Democratic Club's reputation or its members
- Avoid engaging in any form of discrimination, harassment, or unethical practices

2. GROUNDS FOR DISCIPLINARY ACTION

Disciplinary action may be taken if a member engages in any of the following actions

- Violating the East Penn Democratic Club bylaws
- Engaging in illegal, dishonest, or unethical behavior
- Misusing East Penn Democratic Club resources or information
- Undermining the mission objectives or leadership of the East Penn Democratic Club
- Creating a hostile or disruptive environment within the organization

3. TYPES OF DISCIPLINARY ACTIONS

The East Penn Democratic Club may impose the following disciplinary actions, depending on the severity of the violation

- Verbal Warning: For minor infractions, a verbal warning may be issued to address the behavior and outline corrective measures
- Written Warning: A formal written warning will be issued for more serious or repeated offenses
- Probation: The member may be placed on probation, during which time their involvement in organizational activities will be limited. The duration of probation will be determined by the Executive Committee.
- Suspension: A temporary suspension from the organization may be imposed for serious offenses. The duration of suspension will be determined by the Executive Committee.
- Expulsion: In cases of sever violations, a member may be permanently expelled from the organization

4. DISCIPLINARY PROCEDURES

1. Report: Any member who witnesses or is aware of a violation should report it to the Executive Committee
2. Investigation: The Executive Committee will conduct a thorough investigation of the alleged misconduct, gathering evidence and interviewing relevant parties
3. Hearing: If necessary, the accused member will be given the opportunity to present their case in a hearing before the Executive Committee
4. Decision: The Executive Committee will issue a decision base on the finding of the investigation and the hearing

5. CONFIDENTIALITY

All proceedings, including investigations and hearings, will be conducted confidentially to protect the privacy of all parties involve.