

MIDWEST BURNERS MEMBER DISCIPLINARY PROCEDURE

Effective January 12, 2019

- I. Incidents at MWB events will be handled directly by the Rangers and Event Coordinators (EC).
- II. Upon request by an EC, the MWB Principles Office (PO) may be brought in to assist or take over investigation and facilitate resolution with the involved parties.
- III. In the case that those resolutions are unsatisfactory to either party - they may seek to petition the PO for further action/investigation.
 - A. It is the sole duty of the PO to exercise due diligence to interview any parties involved and make determination on whether to bring a recommendation to the Board or work through event EC's for further resolution.
 - B. MWB will not investigate incidents occurring at MWB events.
 - C. The Board will only become involved when and if the PO presents a recommendation to the Board.
 - D. The PO may also make corrective recommendations to parties involved whether for resolution or for future appeals.
- IV. Once the above paragraph has been satisfied any member of the Board may make a motion for sanctions and such motion must be voted upon.
 - A. Sanctions must be passed by a majority vote.
 - B. The Board must reach a unanimous decision, in order to ban a member from all MWB events.
 - C. Sanctions include but are not limited to: reprimand, probation, suspension from individual or multiple events and/or removal from leadership positions.
 - D. Sanctions can be for any length of time and will be based on PO recommendations.
 - E. The Board will leave the decision to make investigations confidential or public to the discretion of the PO.
 - F. The Board will provide whether sanctions were made or not in the public minutes. The public minutes will not contain names or details of the incident.
 - G. The PO will notify individuals involved of the outcomes.
 - H. The Board and the PO reserve the right to share sanctions lists with EC's for other MWB events if warranted.
- V. An individual may appeal sanctions by petitioning the PO through a written email request after one year. The PO may request further information such as reason for requesting the appeal and/or description of actions taken by the individual since the time they were sanctioned. The Board may at any time vote to "undo" a sanction imposed if an appeal is brought to them by the PO and recommendation has been made to do so. Such vote shall be subject to the parameters outlined above.

Drafted 1/12/19