
I.E.P.T.O. POLICY

POLICY: Disciplinary Policy

The Disciplinary Policy will be followed by the Board of Directors (B.O.D.) if any member fails to comply with the I.E.P.T.O. bylaws, policies and/or the pillars of character counts.

The following rules are effective with this Disciplinary Policy:

- 1) **Notice:** The member(s) will be contacted by the President. The President will notify the member(s) of the failure to comply. The member(s) can request a meeting with the P.T.O. B.O.D. to explain his/her actions. The member will have no longer than 30 minutes to address the B.O.D.
- 2) **Possible Outcome:** Based on the information obtained by the B.O.D. from the member(s) either verbally or in writing, the B.O.D. will do one of the following.
 - a. Revise the Policy
 - b. Notify member that a warning has been issued.
- 3) **Suspension:** In most cases, the member will receive two warnings prior to suspension. However, in severe cases, the B.O.D. can suspend the member immediately. The member can be suspended upon a 2/3 majority vote by the B.O.D. Suspension can be specific to participation in one or more committees or suspension from any and all I.E.P.T.O. functions. Suspensions will last for the school year unless otherwise specified by the B.O.D.