



# An Equitable Disciplinary Process

A Chapter's disciplinary process should ensure that every Member is treated fairly within the guidelines set forth in Chapter policies. An equitable disciplinary process will include intentional steps to ensure that, in the case of a Member's behavior being deemed in violation of Chapter or National policy, those exploring the matter and making a disciplinary decision remain impartial throughout the process.

Just because a disciplinary process is fair and impartial does not guarantee that the resulting action will be to an individual's liking. However, an equitable disciplinary process does help prevent arbitrary, unreasonable decisions from being made without all facts considered.

**eq·ui·ta·ble**

*adjective*

fair and impartial

**SYNONYMS:**

just, unbiased, unprejudiced, neutral, objective, balanced, nondiscriminatory

In an equitable disciplinary process, a Member must be given the opportunity to participate in the process before a decision is made and receive notice of the decision. The onus is on the Chapter Leaders to ensure that governing documents include a process for disciplinary action and that it is followed.

## Benefits of an Equitable Process for the Member

- Assures that a Member's voice is heard in a situation
- Promises a Member fair consideration before a decision
- Guarantees a Member is informed about decisions that impact the Member

## Benefits of an Equitable Process for the Chapter

- Preserves the Chapter's reputation
- Safeguards Chapter integrity
- Promotes Member retention