



When to Begin the Disciplinary Process

Every individual should receive fair and impartial treatment within the guidelines of a Chapter's disciplinary process. But when should the disciplinary process begin? Consider the scenarios below to help determine when the disciplinary process is the best course of action to address Member behavior.

SCENARIO 1

A Member has not paid dues and also missed the last two required events. This is a violation of the Chapter's Bylaws and Operating Policies. The Member has been unresponsive to multiple attempts to work out a payment plan and address attendance issues.

DISCIPLINARY PROCESS?

Yes.

A violation of policy, as outlined in the Chapter's governing documents, warrants initiating the disciplinary process after all other options have been exhausted.

SCENARIO 2

A Member has failed to prioritize the Committee they Chair and tasks are not getting accomplished. This is impacting the work of other committees and the Chapter as a whole. Prior to taking on the Committee Chair position the Member was reliable and organized.

DISCIPLINARY PROCESS?

Maybe.

Committee Chair expectations were clearly explained, beginning the disciplinary process may be warranted when the Member fails to improve or step down from the position after concerns were addressed

SCENARIO 3

Over the summer two Members who had been dating broke up, and their breakup has caused some discomfort at Chapter events. Both Members have discussed the break up with close friends in the Chapter, and one of them even asked their Little to stop hanging out with their ex.

DISCIPLINARY PROCESS?

No.

Interpersonal conflict that does not violate policy does not warrant beginning the disciplinary process. A discussion with the Members about how their issues are impacting the Chapter may be appropriate.