

Michigan Flyways Proposed Discipline Policy

This policy is applicable to incidents which occur on the training grounds.

Complaints among training members and guests regarding the use of Jorgensen's property will be handled as follows:

Individuals who believe they have been treated unfairly/inappropriately by another member or who witness violations of training ground rules should report the incident to any board member. The board member will inform the rest of the board of the incident. The board president or designee will communicate with all parties involved and listen to all evidence from all parties. The president or designee will decide whether a verbal warning will be issued to any of the parties and will communicate this to the board. Verbal warnings will be documented with the club secretary with the date of the warning.

A second offense within two years of the first will be handled similarly as noted above, but will rise to the level of a written warning. The decision about issuing a written warning will be made by the whole board. In addition, a second offense within 2 years will result in a \$50 fine. Training privileges will be suspended until the fine has been paid. This second offense will again be documented and recorded with the club secretary.

If a third offense occurs during a two year period, the accuser will be asked to follow the club's discipline policy as noted in the constitution in Article VI, section 2. Note that, if warranted, the punishment may include suspension of all club privileges, including training on Jorgensen's property, for the remainder of the training season. No refunds of training membership costs will be provided.

If a board member is involved in any of the proceedings, they will be excluded from any decisions made.

The discipline policy below is from our club's constitution. Action according to the policy could be implemented at any time, however, the board believes that the verbal and written warnings as noted above should be used to head off any problems before they rise to this level.

ARTICLE VI Discipline

Section 1. American Kennel Club Suspension. Any member who is suspended from any privileges of The American Kennel Club automatically shall be suspended from the privileges of this club for a like period.

Section 2. Charges. An individual member may prefer charges against another individual member for alleged misconduct prejudicial to the best interest of the club. Written charges with specifications must be filed in duplicate with the Secretary together with a deposit of \$25.00 which shall be forfeited if such charges are not sustained by the board following a hearing. The Secretary shall promptly send a copy of the charges to each member of the board or present them at a board meeting, and the board shall first consider whether the actions alleged in the charges, if proven, might constitute prejudicial to the best interests of the club. If

the board considers that the charges do not allege conduct which would be prejudicial to the best interest of the club, it may refuse to entertain jurisdiction. If the board entertains jurisdiction of the charges, it shall fix a date for a hearing by the board not less than three weeks nor more than six weeks thereafter. The Secretary shall promptly send one copy of the charges and the specifications to the accused member by registered mail together with a notice of the hearing and an assurance that the defendant may personally appear in his/her own defense and bring witnesses if he/she wishes.

Section 3. Board Hearing. The board shall have complete authority to decide whether counsel may attend the hearing, but both complainant and the defendant shall be treated uniformly in that regard. Should the charges be sustained after hearing all the evidence and testimony presented by complainant and defendant, the board may by majority vote of those present reprimand or suspend the defendant from all privileges of the club for not more than six months from the date of the hearing. If it deems that punishment insufficient, it may also recommend to the membership that the penalty be expulsion. In such case, the suspension shall not restrict the defendant's right to appear before his/her fellow members at the ensuing club meeting which considers the board's recommendation. Immediately after the board has reached a decision, its findings shall be put in written form and filed with the Secretary. The Secretary, in turn, shall notify each of the parties of the board's decision and penalty if any.

Section 4. Expulsion. Expulsion of a member from the club may be accomplished only at a meeting of the club following a board hearing and upon the board's recommendation as provided in Section 3 of this Article. Such proceedings may occur at a regular or special meeting of the club, to be held within 60 days but not earlier than 30 days after the date of the board's recommendation for expulsion. The defendant shall have the privilege of appearing in his/her own behalf, though no evidence shall be taken at this meeting. The President shall read the charges and the board's finding and recommendation, and shall invite the defendant, if present, to speak in his/her own behalf if he/she wishes. The members shall then vote by secret ballot on the proposed expulsion. A 2/3 vote of those present and voting at the meeting shall be necessary for expulsion. If expulsion is not so voted, the board's suggestion shall stand.