

8. The Hearing will:

- a. Be scheduled within 14 days, with immediate written and verbal notice to all parties of interest and witnesses. Only members of the Club Board will represent the club and be involved in a decision. The hearing will be scheduled to accommodate the schedules of those who need to appear.
- b. Include an agenda for evidence from both sides and independent witnesses, allowing sufficient time for participant testimony and review of documents.
- c. Result in written findings of fact by the Board within 72 hours, including a recommendation for disposition of the grievance. The report will be sent to the club's Lifestyle liaison with copies of all written documents used at the hearing. Any recommendation for suspension, expulsion or recall will include this statement to the member: "This decision will be reviewed by the Lifestyle Committee unless you notify the [insert Club name] Board in writing of your acceptance of this decision. Failure to appear, after notice, the review will be viewed as acceptance of the club's recommendation.

9. Any written material used by the club as documentation of the charges must be provided to the affected member at least ten (10) days before the hearing.

The recommendation for disposition will be one of the following:

- a. Dismissal of grievance: If the hearing finds no reasonable justification for the grievance, it will be dismissed.
- b. If the Board determines the grievance does not create the need for a Club Inquiry, a club officer should so advise the grievant, document the decision in writing with details about the action taken and report same to the club's Lifestyle liaison along with all documentation.

[No approval by Lifestyles is required]

- c. Warning: If the hearing finds complete or partial justification of the grievance, the Board will issue a written warning and caution that any future disciplinary issues may result in Suspension or Expulsion. If within one year of a written warning, there is no further conduct of a similar nature by the member, the written record will be destroyed.

[No approval by Lifestyles is required]

- d. Suspension: If the hearing finds that the circumstances require a suspension of the member's club participation, the Board can recommend suspension for a period ranging from one month to a year. During suspension, the member may not participate in club functions, have access to dedicated club rooms, or attend club meetings.

[Lifestyle approval is required. See CCG&R's, 2.1.E]

- e. Expulsion: If the hearing finds the proven circumstances egregious enough to recommend expulsion, the Board may so recommend. However, the club is aware that approval of such a recommendation by the Lifestyle Committee will receive the