

PROCEDURE FOR SANCTION

Adopted July 9, 2013

(Applies equally to FSC members and non-members)

1. The Board is made aware of alleged misconduct.*
2. The Board president appoints an ad hoc committee (AHC) to look into the allegations.
3. The AHC then presents its findings to the entire Board.
4. The Board then votes (simple majority) on whether or not it feels there is sufficient reason to pursue the matter further.
If the Board votes NO, that's the end of it.
If the Board votes YES, proceed to Step 5.
5. The AHC holds a meeting with the individual to determine whether there is good cause to recommend to the entire Board that a sanction be imposed.
The individual's sponsor may accompany him or her to this and any other meetings regarding the possible imposition of sanction.
6. The AHC discusses the meeting with the entire Board. If the AHC recommends sanction and the Board agrees with the recommendation, the Board decides what the sanction should be and then votes (simple majority) to impose the sanction or not. (Possible sanctions include but are not limited to banishment from FSC for "X" amount of time, service work for FSC, amends to the clubhouse, etc.)
7. If the Board votes against imposing sanction, the individual is notified in person. If a sanction is imposed, the individual is notified in person and by registered letter. Communication must include the Procedure to Contest Sanction and the Procedure for Reinstatement.
If the individual does not contest the sanction, that is the end of the procedure.

* If the alleged misconduct is considered to be a serious, immediate threat to FSC or to any who attend FSC, any Board member may temporarily ban the individual from the clubhouse pending implementation of this Procedure for Sanction.

Immediately following this temporary banishment, all Board members must be notified of the action and must vote (simple majority) yes or no to continue the banishment until this procedure is implemented.

PROCEDURE TO CONTEST SANCTION

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1. To contest the Board's decision, the individual has five business days in which to file a written appeal.
2. If a timely appeal is filed, the Board *must* notify the individual of the time and place where he may present his case to the entire Board.
3. At the hearing the individual (accompanied by sponsor, if desired) may present evidence (including witnesses) and/or arguments on his or her behalf to the Board. The Board may question the individual.
4. Following such a hearing, the Board will make a final determination (simple majority vote) on what penalty, if any, to impose.
5. The individual will be notified of that decision in person and by registered letter.
6. The decision of the Board is final.

PROCEDURE FOR REINSTATEMENT

Adopted July 9, 2013

(Applies equally to FSC members and non-members)

1. Following successful completion of the imposed penalty, the individual may apply in writing for reinstatement of any privileges he or she may have lost.
2. The full Board *must* grant the individual a hearing.
3. Following the hearing the Board may:
 - A. Grant the individual full reinstatement with all the rights and privileges he or she had before sanction.
 - B. Grant the individual *partial* reinstatement, as defined and overseen by the Board.
 - C. Continue the sanction for a specified period of time, after which the individual may reapply for reinstatement.
4. The decision of the Board is final.