

VCUAS DISCIPLINARY PROCEDURE

The following is the disciplinary procedure that will be used by the VCUAS Board of Directors for member rule violations. Grievances that are substantiated by the Grievance and Safety Committee, and approved by the board, will be filed in the member's file as one of the following three categories:

1. Minor Offense,
2. Major Offense,
3. Serious Offense.

There can be up to three occurrences for each category. A minor offense will result in a written warning. Three minor offenses will be considered a major offense. A major offense will result in a fine of \$25.00 to \$100.00 and a written warning. The amount will be determined by the committee and based on the severity of the offense. Three major offenses will be considered a serious offense. A serious offense will result in a fine of \$100.00 and suspension or expulsion from the club. The length of suspension or the decision to expel a member will be determined by the committee, and will be based on the severity of the offense.

The Board of Directors and/or the Safety and Grievance Committee has the authority to determine the category of offense as it sees fit. A member's first offense can be determined to be in the serious category if it so warrants.

The member in question will be given an opportunity to be heard by the Board of Directors and/or the Safety and Grievance Committee before a decision is made on a grievance.