



Toronto Windsurfing Club, P.O. Box 534, Toronto, ON M3C 2S2, 416-461-7078, <http://twsc.ca>

TWC “Stepped Approach” Disciplinary Policy

The following motion to approve a “Stepped Approach” Disciplinary Policy was unanimously passed by the BoD at a meeting in the summer of 2008. This motion was in response to the members’ meeting in June 2008, where attending members overwhelmingly supported this action.

This policy was put forward as an amendment to our bylaws at the Nov 2008 AGM. This amendment was passed.

Rational

From time to time, situations come up where some members act in a manner that is contrary to our mission statement and policies. As a club we are tolerant of minor infractions of our policies especially when they are a one time occurrence; however when these occurrences persist or are more serious in nature, a progressive stepped disciplinary approach may be applied at the discretion of the Board, subject to the circumstances.

- 1) warn the Member, and/or
- 2) place the Member on probation for any period up to the end of that year’s membership;
- 3) accept any future application by that Member for renewal of that Member’s membership on condition or probation;
- 4) suspend some or all of the Member’s privileges for any period up to the end of that year’s membership;

The Board reserves the right to canvass the opinions of Members about the person-of-interest-Member while trying to respect the privacy of the person-of-interest-Member at the same time.