

Ethics and Censure Procedure

Adopted without objection by the Board of the 107IST August 2, 2012

A subcommittee will be established to field complaints of board member's conduct that may generate an ethical concern or conflict of interest. The committee will be composed of

- Chair - Filled by the Vice President of 107IST
- Vice Chair - Filled by the Secretary of 107IST
- At Large - Three (3) 107IST members as selected by the board based on submissions for this specific committee. 107IST members must be in full standing and have no travel discipline of any sort to serve.

The committee shall have the authority to recommend discipline to the board as a whole through a simple majority vote. The chair will only vote in the case of a tie. Neither officer will be eligible to participate nor vote if the complaint involves them.

Complaints will be submitted to the 107ist Board Secretary. The Vice Chair will attempt to mediate the concern before involving the committee as a whole. If the complainant is satisfied with mediation the issue is resolved. If they express a desire for further investigation, the committee will investigate the issue, obtain facts, take statements from parties involved and make a recommendation to the board as a whole. This process should be concluded within 30 days of the committee receiving the complaint. If 30 days is insufficient, the committee will outline their level of progress to the board and may apply for a 14-day extension for a final recommendation. Levels of discipline to consider:

- Private Censure – A non-public reprimand of the board member.
- Public Censure - A public reprimand of the board member. This reprimand must be disclosed on all future election materials.
- Dismissal – Removal from the board through the process outlined in the 107ist by-laws.

In addition to these levels of discipline the committee may also recommend a suspension from board involvement, a suspension of voting privileges, community service or other appropriate action.

A board member may provide a private or public apology at any time during the process.