

Policy 3.5 - Process for Addressing Violations of Policy

The Board and each of its members are committed to faithful compliance with the provisions of the Board's Policies and BCSD administrative regulations. In the event of a member's willful and continuing violation, the Board will remedy violations of Policy and/or regulation by applying the progressive measures described below. If a Board member commits a substantial or egregious violation, the Board may apply one or more measures described herein deemed an appropriate response to the violation.

- A. Conversation in a private setting between the charged member and the Board Chair, Board Officers, or other individual member. If a Board member perceives a fellow member violated the Policies or regulations of the Board, that member may address his/her concerns with the member who is perceived to be in violation. Alternatively, the member may refer the concern to the Board Chair. If the Board Chair is suspected of the violation, the concern would be referred to the Vice-Chair. The purpose of this step is to attempt to resolve any perceived violations at the lowest possible level involving the fewest number of individuals. It is understood that the Board Chair, or, in the case of alleged violations by the Chair, the Vice-Chair, may send written communication in the form of a letter or e-mail to the alleged offending Board member to memorialize the meeting contemplated herein, in lieu of the meeting contemplated herein, or in the event the allegedly offending Board member refuses, declines, or fails to meet with the Board Chair or Board Officers.
- B. Possible removal from any leadership or committee positions to which the charged member has been appointed or elected. If action is to be taken by the Board majority to remove the charged Board member from any appointed or elected position, the Board shall take a recorded vote on any such action.
- C. Public censure of the charged member of the Board. If the majority of the Board members determine it is in the best interest of protecting the public image and credibility of the Board to reprimand the violating member in public, such vote and statement of separation from that individual's actions will be made in public session.
- D. Public accountability of the charged member of the Board. If a Board member makes an inappropriate or offensive remark toward the public, then a Board member may make a motion at the time of the offense to vote publicly as to whether or not the violation would require an immediate public reprimand and/or a formal apology to the party offended.

Adopted: September 6, 2016

Revised: