

## **Committee Report: AVVA National Disciplinary Committee**

Date: April 2016

### **PENDING DISCIPLINARY ACTIONS:**

- None

### **ACCOMPLISHMENTS:**

- Provided advice and counsel as needed.
- Assisted State Association (in Region 9) to allay critical disciplinary issue.
  - No formal charges filed
  - All parties agreed to mediation
  - Member accepted remedial actions and recommended sanctions, issue resolved
- Reviewed SOC filed by non-office holding member.
  - Determined that charges had no merit
  - Rejected SOC, charges not filed
- Worked with Disciplinary Review and Hearing panels to process disciplinary action against member in Region 5.
  - SOC filed October 2015
  - Charges filed on recommendation by Disciplinary Review Panel, Region 9 - November 2015
  - Member advised of Charges and rebuttal procedures
  - Member failed to respond within specified 30 day window (December, 2015)
  - Charges sustained by Disciplinary Hearing Panel, Region 3 – February 2016
  - Submitted Hearing Panel findings and recommendations for sanctions to National BOD – February 2016

### **CURRENT PROJECTS:**

- Reviewing Section 9 (Disciplinary Code) for possible upgrades.
- Training committee members.

### **GOALS THRU END OF TERM AS CHAIR:**

- Provide revisions to the Disciplinary Code, as required.
- Complete training of National Disciplinary Committee members to ensure that each can effectively process disciplinary actions in accordance with policies and procedure defined in the Disciplinary Code.

### **IMPACT OF GOALS ON NEXT YEAR'S BUDGET:**

- None.

## **HOW THE BOD CAN HELP ME TO ACHIEVE COMMITTEE GOALS:**

- Continue to encourage conflict resolution at the lowest possible levels.
- Continue to encourage mitigation of inappropriate behaviors and/or situations through appropriate counseling and follow-up.
- Continue to promote principles that value all members.
- Recognize and continue to communicate that the purpose of the Disciplinary Code is to preserve and protect the honor and integrity of AVVA and its membership. We strive to accomplish this with clearly defined policies and appropriate oversight. Revocation of membership is an extreme measure and should be exercised only as a last resort.

As always the Disciplinary Committee encourages suggestions to improve the quality, clarity and effectiveness of the Disciplinary Code.

Nina D. Schloffel – Chair  
AVVA National Disciplinary Committee

Jeani Wells – Vice Chair  
AVVA National Disciplinary Committee

Donna Crowell – Committee Member  
AVVA National Disciplinary Committee